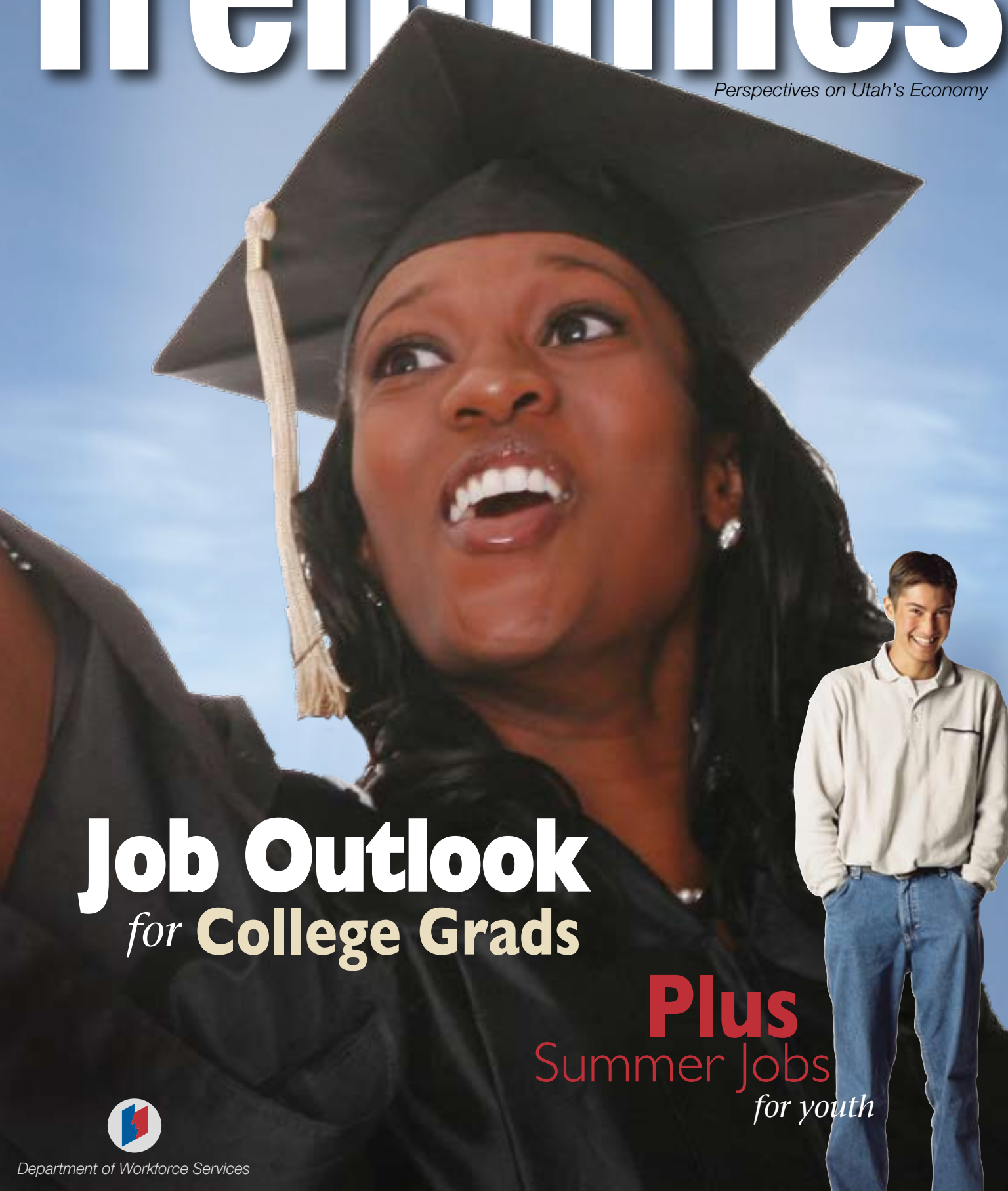


# Trendlines

May/June 2007

*Perspectives on Utah's Economy*



## Job Outlook *for* College Grads

**Plus**  
Summer Jobs  
*for youth*



Department of Workforce Services

## ***Trendlines***

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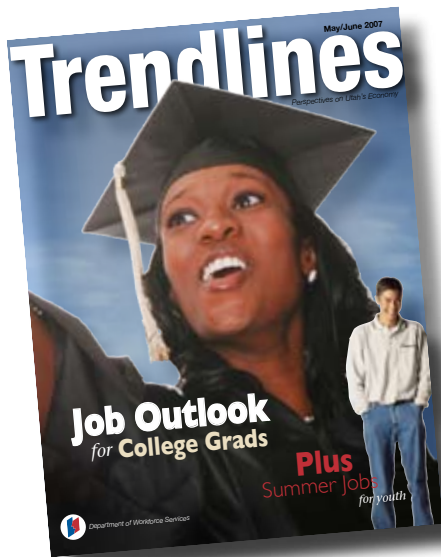
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# Job Outlook for College Graduates and Summer Jobs for Youth



pg. 10

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# Provo-Orem Economy Shines



The Provo-Orem economy is growing at over 5 percent, and has been since early 2004 (with some monthly exceptions). That's a remarkable rate of consistent growth for a large metropolitan area. Currently, few of the country's other metropolitan areas can match this performance.

Why? Population growth is the prime reason. Some is spilling over from Salt Lake County while much of the remainder comes from outside the state. The construction industry is correspondingly thriving, with growth rates fluctuating between 15 and 20 percent for the past three years. But it's not the only robust industry. Most others are enjoying thriving growth, and one would be hard

pressed to find a lethargic industry in the Provo-Orem economy.

The Utah state economy keeps rolling along at a flourishing pace. Employment growth is in the 4.5-percent range, down a bit from last summer but still well above Utah's long-term pace of 3.3 percent. Prospects look good that Utah will continue its economic fortunes as the remainder of 2007 unfolds.

The state has five regional economies. The official term is metropolitan statistical areas (MSA). These are generally a multi-county region grouped together as an MSA. The state's largest is the Salt Lake City MSA, comprised of Salt Lake, Tooele, and Summit counties. The best performing MSA economy is

St. George with around 8 percent growth. Yet because of its bigger size and notable performance, the Provo-Orem MSA's (Utah and Juab counties) economic performance grabbed my attention.

It's easier for smaller areas to produce larger growth rates than larger ones. Going from 10 to 12 is a 20-percent increase, but to produce a 20-percent increase on 10,000 you have to add another 2,000. The Provo-Orem economy is over three times the size of the St. George MSA. 📍

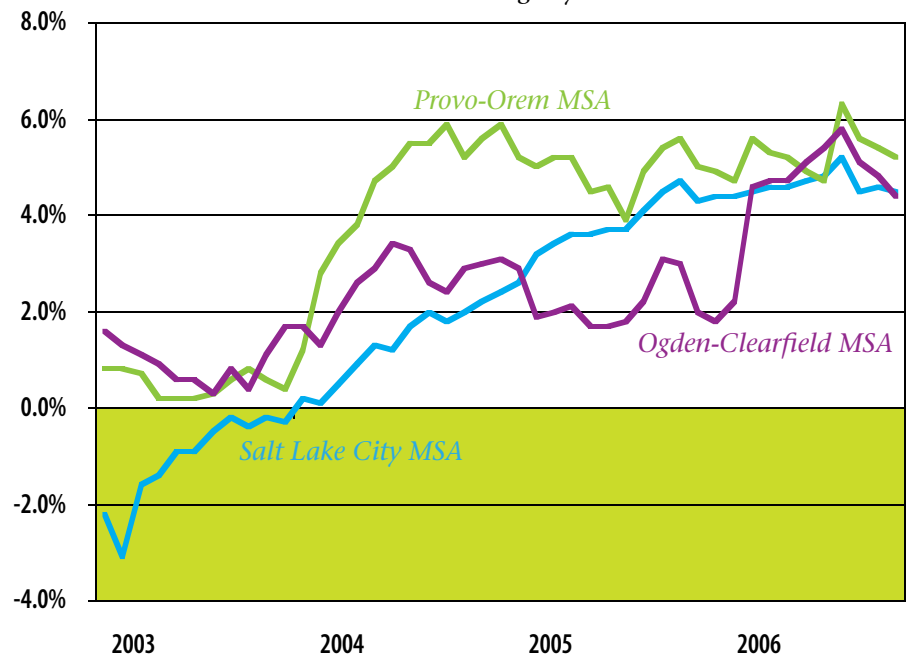
To follow the latest economic events:  
<http://jobs.utah.gov/wi/press/tlextra/tlextracurrent.asp>

## Did you know...

- Late mortgage payments and foreclosures are skyrocketing across the nation, but Utah now carries one of the lowest foreclosures rates. <http://deseretnews.com/dn/view/0,1249,660203031,00.html>
- Although the Salt Palace Convention Center expansion was open for only five months last year, its impact was felt immediately in another banner year for the Salt Lake Convention & Visitors Bureau.
- Water from the proposed Lake Powell pipeline project could begin flowing toward St. George as early as 2020. <http://deseretnews.com/dn/view/0,1249,660201515,00.html>

## Employment Growth Rates

Year-Over Change by Month



Source: Utah Department of Workforce Services





# Job Outlook for Utah College Grads

## Jobs-A-Plenty.....2007 Utah College Grads

As graduation nears, Utah seniors are feeling boosts to their egos as they embrace an economy and job market that wants them. Employers are facing a "seller's" market for the skills they need. The seller in this case is the prospective employee, the graduate ready to start his/her career.

The Utah job market is not just a seller's market for college graduates but for virtually all levels of education and training. The state's economy has been on fire with growth rates about three times the national average. This growth has been around for a

while and the labor pool has slowly shrunk to the point that employers are having trouble finding workers for openings at all levels, but particularly for jobs requiring higher skills and education.


## It's Not Just Utah

Employers around the nation are queuing up on college campuses to entice new sheepskin holders to come and work for them. The National Association of Colleges and Employers (NACE) reports from their annual survey of employers, "employers expect to hire 17.4 percent more new college graduates in 2006-07 than they hired in 2005-06." We don't have the actual numbers for Utah, but can assume hiring/recruiting activity is similar, if not better, especially because Utah's economy is so hot. NACE also said that salary offers for new graduates were up from last year for almost all occupations.<sup>1</sup>

## Utah Graduates

Utah colleges and universities graduate, with a bachelor's degree, some 20,000 individuals each year. Many of them will seek employment here in the Beehive State, but some will look for opportunities outside of Utah. Either way, the outlook for employment is good. For many majors there will be more opportunity outside the state in markets where there are simply more jobs, like the east and west coasts. For example, business and finance grads may migrate toward these areas, where more of the action is. On the other hand, many graduates from outside the state seek Utah as a career destination. Utah is a very attractive place to work and live. Its economy is surging and that spells opportunity.

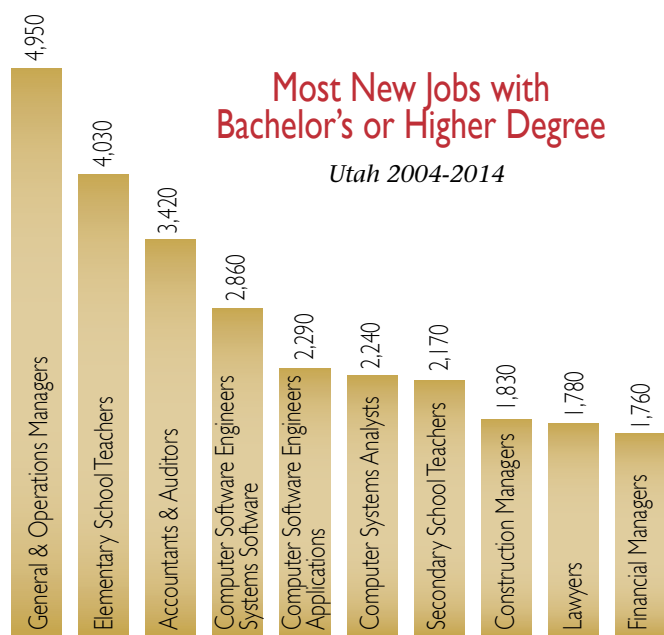
## Looking Down the Road 10 Years—The Best Prospects for College Grads

The accompanying graph shows the top ten bachelor and higher occupations with the most new jobs for Utah from 2004-2014. See the Job Outlook for College Graduates (Occupational Outlook Quarterly, Fall 2006) for this same information at the national level. The link to this site appears to the right. 

# 2007

## Employers expect to hire 17.4 percent more new college graduates in 2006-07 than they hired in 2005-06.

Report from the National Association of Colleges and Employers



Source: Utah Department of Workforce Services

<sup>1</sup> National Association of Colleges and Employers, Press Release February 9, 2007. <http://www.nacweb.org/press/display.asp?year=2007&prid=251>

For more information see:

- <http://stats.bls.gov/opub/ooq/2006/fall/art03.pdf>
- <http://jobs.utah.gov/opencms/wi/pubs/outlooks/state/>

## Psst...

### What are universities saying?

"All majors are all going right now. The market is really hot for business, education, engineering and technical fields, and construction management... Students with any major who have relevant experience are really sought after..."

The job market is really good right now, it's a great time to be looking for a job."

-Patricia Whiting, Career Placement Services, Brigham Young University

"On-campus recruiting at USU increased approximately 25 percent in 2006-2007, compared to 2005-2006...the increased hiring needs of employers will create new and unique opportunities for students graduating in the liberal arts...in some disciplines there will be more job opportunities than students graduating (i.e., civil engineering)."

-Melissa Scheaffer, Career Services, Utah State University

"We have experienced four consecutive years of increased demand for college graduates, with some employers reporting a 15-percent to 25-percent increase in hiring projections...nursing, civil engineering and construction management are in high demand and low supply...demand for all engineers and technically trained graduates is strong. Beginning salaries reflect the demand for new college graduates with projected increases in starting salaries of 4.5 percent to 5.5 percent."

-Sam Morrison, Career Services, University of Utah

# location

## Metro and Non-Metro Occupational Projections

Any real estate agent worth their salt will tell you that location is one of the most important factors in the selling price of a home. “Location, location, location” also plays a vital role in determining whether or not a particular occupation will be in demand—now and in the future.

Currently, the Utah Department of Workforce Services produces three sets of occupational projections based on location—statewide, metro, and non-metro. In addition, the U.S. Bureau of Labor Statistics generates national occupational projections for those of you willing (or anxious) to leave the Beehive State. Metro-level projections include employment in the densely populated counties along the Wasatch

Front—Davis, Salt Lake, Utah, and Weber. Non-metro projections include jobs in the remaining 25 counties.

### Pay Attention to the Details

Thanks to expanded data collection, in our next projection round we will be able to provide greater geographic detail. Planners and job seekers will then be able to better assess occupational opportunities in the future.

But for now, let's take a look at the differences between the most urbanized area of Utah and the rest of the state. In general, a metropolitan population center will provide a much wider set of occupational possibilities. Just think of the myri-

ad of job opportunities that exist in Salt Lake County compared to the limited variety of occupations in a small town like Loa, Utah. In addition, many less-populated counties rely heavily on natural resource-based industries or tourism. These differences in industries, and many more, affect which occupations will be in demand in the years ahead.

### Education Pays

While demand for occupations requiring at least a four-year degree will increase through the next decade for both geographic areas, the demand will be more intensive along the Wasatch Front. Roughly one-fourth of new jobs in the metro area will require a bachelor's degree or higher compared to only

Even the highest-paying jobs that require only on-the-job training typically require a high level of work experience.



about one-fifth of non-metro positions. Nevertheless, the best-paying occupations in both areas typically require a higher level of education. Even the highest-paying jobs that require only on-the-job training typically require a high level of work experience.

### Get in a Group

Different patterns emerge among major occupational groupings for each geographic area. Non-

metro groups projected to show the most rapid growth include (in order) healthcare support, healthcare practitioners/technical occupations, computer/mathematical jobs, and community/social services positions. On the other hand, metro projections show the fastest growth in computer/mathematical occupations followed by healthcare support, healthcare practitioners/technical occupations, and architecture/engineering positions. However, one thing becomes clear from both sets of data. The most rapidly growing groups of occupations are those in the healthcare field and those requiring computer or engineering skills.

A word of caution: These projections only provide information based on the “demand” side of

the labor market equation. In other words, the openings that employers are expected to “demand” or require by occupation. However, some occupations may have a large number of openings, but an even larger number of willing workers. Unfortunately, labor supply information is notoriously difficult to obtain and project. But, you may want to check out the training completer information at this website: <http://www.occsupplydemand.org>

### Look to the Stars

Recently, we’ve integrated a new way of ranking occupations. Retail salespersons and cashiers always top the list—regardless of area—in terms of job openings. Of course, while plentiful, these positions typically pay lower-than-average wages and are

*continued on page 26*



Source: Utah Department of Workforce Services

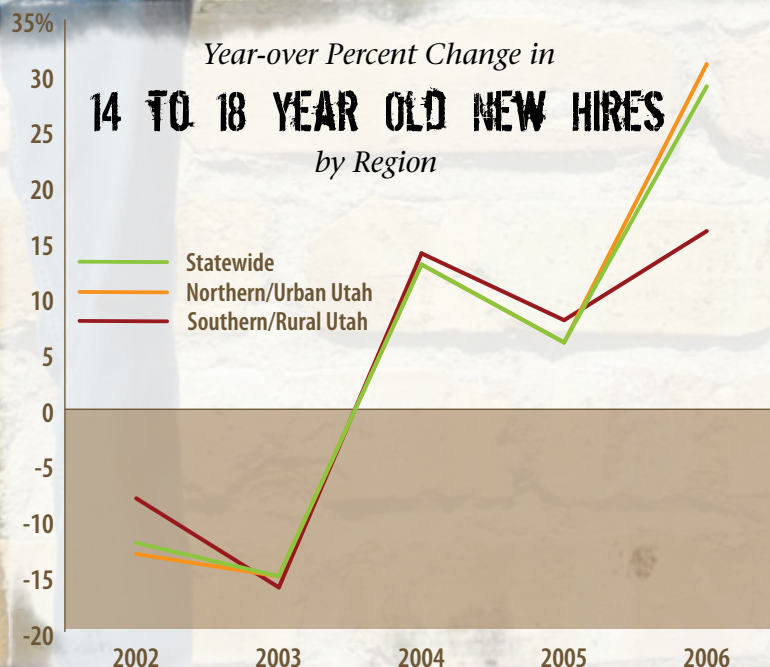
Typical Occupations and Wages for Industries with the  
**Most 14-18 year old**  
 New Hires (2005)

SOC Code	Occupation Title	Hourly	
		Inexper- ienced	Median
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	\$6.20	\$7.70
35-2011	Cooks, Fast Food	\$5.90	\$6.90
35-2021	Food Preparation Workers	\$5.90	\$7.30
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	\$5.90	\$7.10
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	\$5.90	\$7.20
35-3041	Food Servers, Nonrestaurant	\$6.00	\$7.50
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	\$5.90	\$6.50
35-9021	Dishwashers	\$5.90	\$7.10
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	\$6.30	\$7.70
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$6.80	\$8.50
37-2012	Maids and Housekeeping Cleaners	\$6.30	\$7.80
37-3011	Landscaping and Groundskeeping Workers	\$7.00	\$9.30
39-3091	Amusement and Recreation Attendants	\$5.90	\$7.20
39-6011	Baggage Porters and Bellhops	\$5.90	\$6.80
39-9011	Child Care Workers	\$6.20	\$7.60
39-9032	Recreation Workers	\$6.60	\$8.90
41-2011	Cashiers	\$6.10	\$7.70
41-2021	Counter and Rental Clerks	\$6.30	\$8.40
41-2031	Retail Salespersons	\$6.90	\$9.20
41-9041	Telemarketers	\$5.90	\$8.40
43-4081	Hotel, Motel, and Resort Desk Clerks	\$6.70	\$8.30
43-4171	Receptionists and Information Clerks	\$7.50	\$10.00
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	\$8.80	\$11.90
43-5071	Shipping, Receiving, and Traffic Clerks	\$8.70	\$11.00
43-5081	Stock Clerks and Order Fillers	\$7.40	\$10.00
43-9061	Office Clerks, General	\$7.30	\$10.10
47-3012	Helpers—Carpenters	\$8.10	\$9.70
51-9111	Packaging and Filling Machine Operators and Tenders	\$7.90	\$10.60
51-9132	Photographic Processing Machine Operators	\$7.90	\$10.50
51-9198	Helpers—Production Workers	\$7.20	\$9.10
53-3031	Driver/Sales Workers	\$6.00	\$9.50
53-3033	Truck Drivers, Light or Delivery Services	\$8.30	\$11.20
53-6031	Service Station Attendants	\$7.50	\$8.20
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$7.50	\$9.90
53-7064	Packers and Packagers, Hand	\$5.90	\$7.10

Source: Author's calculations based on cross-matched Local Employment Dynamics (LED) and Occupational Employment Statistics (OES) data



# A LOOK AT SUMMER YOUTH EMPLOYMENT



Source: Utah Department of Workforce Services

Looking for a summer job is traditional for many teenagers. While their parents and career counselors from school may point out the positives of gaining work experience and being responsible, for teens it normally boils down to pocketing some money so they can go to the movies, buy clothes, or simply chow down on fast food. Whatever the reason, youth summer employment is an important rite of passage whose details we should better understand.

To get a handle on the trends in youth employment in the state we can turn to the Local Employment Dynamics (LED) data from the U.S. Census Bureau. LED data allows us to peer into the new hires data and see which industries youths are getting jobs in. For our purposes we will look at data from the second quarter, the beginning of the summer employment season, of the years 2001 to 2006. It is important to note that our variable of interest is new hires, which do not equate to the count of jobs in the market. For example, with turnover we may have 10 jobs in the quarter in an industry, but 15 new hires for the quarter in an extreme case.

With those caveats in mind we can get our hands dirty and muck around in the data. What jumps out right away is that a large number of teens hired in summer find work in fast food and full-service restaurants. For example, in 2006 nearly 20 percent of male and 27 percent of female, teen new hires statewide were in these two traditional summer job industries. No other set of industries comes close to this dominance in this age group. Industries like clothing stores, traveler accommodations, other amusement and recreation firms, employment services, services to buildings and dwellings, and grocery stores, all had single-digit and smaller shares of summer teen new hires.

However, something else that stands out is that the market for summer youth labor is evolving. Industries beyond the traditional fast food and restaurant combination are showing strong growth in the number of new hires. Even though both sexes saw the strongest growth in new hires for fast food stores, compared with 2005, the summer of 2006 also saw large increases in the number of female new hires for department stores, clothing stores, and—interestingly—motion picture and video industries. Likewise, males saw growth in the number of new hires in motion

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picture and video industries as well as in construction-related industries.

We also see the importance that location plays in job opportunities in the data. While there isn't much difference between statewide and metropolitan Utah new hire-trends, rural youth do face a slightly different summer job market. Whereas metropolitan areas tend to be heavy in fast food and retail opportunities, rural labor markets tend to have more demand for tourism-related jobs as well as construction occupations for teenage males. Thus, while teens in rural Utah are also likely to find employment in fast food and restaurants during the summer, their other choices may be quite different from metro teens.

So what can we expect for the summer of 2007? Well, statewide there was a 29-percent increase in the number of youth new hires between the second quarter of 2006 and 2005. With this type of growth, combined with the sustained job growth projected for the rest of the year and low unemployment, teens are likely to find the number of job opportunities continuing to expand this summer.

As is typical, many teens will find employment in fast-food stores and restaurants, but some teens will find work outside these traditional sources. For example, clothing store new hires for females has shown a considerable increase over the last year. An increasing number of males have found summer work in construction-related jobs. For all of these reasons, the outlook is—well—sunny! ☀



## STATEWIDE

Females			Males		
		% of Total			% of Total
<i>All industry groups</i>	24247		<i>All industry groups</i>	26272	
Limited-Service Eating Places	4731	20%	Limited-Service Eating Places	3912	15%
Full-Service Restaurants	1872	8%	Full-Service Restaurants	1326	5%
Clothing Stores	1009	4%	Employment Services	1017	4%
Traveler Accommodation	820	3%	Services to Buildings and Dwellings	941	4%
Other Amusement and Recreation Industries	793	3%	Grocery Stores	830	3%

## NORTHERN / URBAN UTAH

Females			Males		
<i>All industry groups</i>	20661		<i>All industry groups</i>	22267	
Limited-Service Eating Places	3928	19%	Limited-Service Eating Places	3339	15%
Full-Service Restaurants	1461	7%	Full-Service Restaurants	1044	5%
Clothing Stores	938	5%	Employment Services	959	4%
Employment Services	679	3%	Services to Buildings and Dwellings	842	4%
Other Amusement and Recreation Industries	670	3%	Amusement Parks and Arcades	754	3%

## SOUTHERN / RURAL UTAH

Females			Males		
<i>All industry groups</i>	3587		<i>All industry groups</i>	4006	
Limited-Service Eating Places	803	22%	Limited-Service Eating Places	574	14%
Traveler Accommodation	421	12%	Full-Service Restaurants	281	7%
Full-Service Restaurants	412	11%	Traveler Accommodation	226	6%
Gasoline Stations	161	4%	Grocery Stores	186	5%
Grocery Stores	145	4%	Residential Building Construction	143	4%





## STATEWIDE

Largest Numeric Increases in Industries with  
**New Hires Aged 14-18**  
in the 2nd Quarter of 2006

Females	% of Total	Males	% of Total
<i>All industry groups</i>	5248	<i>All industry groups</i>	6088
Limited-Service Eating Places	820 16%	Limited-Service Eating Places	793 13%
Department Stores	383 7%	Full-Service Restaurants	354 6%
Clothing Stores	345 7%	Motion Picture and Video Industries	353 6%
Motion Picture and Video Industries	341 6%	Services to Buildings and Dwellings	302 5%
Full-Service Restaurants	313 6%	Foundation, Structure, and Building Exterior Contractors	249 4%

## NORTHERN / URBAN UTAH

Females	% of Total	Males	% of Total
<i>All industry groups</i>	4796	<i>All industry groups</i>	5485
Limited-Service Eating Places	702 15%	Limited-Service Eating Places	704 13%
Department Stores	368 8%	Motion Picture and Video Industries	338 6%
Clothing Stores	333 7%	Full-Service Restaurants	291 5%
Motion Picture and Video Industries	323 7%	Services to Buildings and Dwellings	255 5%
Employment Services	276 6%	Employment Services	233 4%

## SOUTHERN / RURAL UTAH

Females	% of Total	Males	% of Total
<i>All industry groups</i>	453	<i>All industry groups</i>	604
Limited-Service Eating Places	118 26%	Limited-Service Eating Places	90 15%
Full-Service Restaurants	59 13%	Full-Service Restaurants	61 10%
Traveler Accommodation	47 10%	Grocery Stores	48 8%
Other Amusement and Recreation Industries	42 9%	Services to Buildings and Dwellings	48 8%
Gasoline Stations	37 8%	Other Amusement and Recreation Industries	39 6%



## NATIONAL COLLEGE OUTLOOK

# Today and Tomorrow

Labor market conditions in the U.S. are currently favorable even in the face of a slowing economy. Over the past year, the number of net new non-farm jobs has averaged 166,700 per month. In the most recent three months there have been about 156,300 new jobs generated each month. Even with this modest slowing in job creation, the national unemployment rate has remained low. For the last six months the U.S. unemployment rate has fluctuated between 4.4 and 4.6 percent.

Job prospects for the college graduating class of 2007 are excellent. The National Association of Colleges and Employers has reported that the businesses they survey plan to hire 17.4 percent more graduates this spring and summer than they did last year.

Government statistics consistently show that college graduates—those with a bachelor's, master's, doctoral (Ph.D.), or professional degrees—face bright prospects in many of the fastest-growing,

highest-paying occupations. It is well documented that college graduates, on average, earn more money, experience less unemployment, and have a wider variety of career options than others in the labor market.

The U.S. Bureau of Labor Statistics has projected that between 2004 and 2014 there will be almost 14 million openings for new entrants with freshly minted college degrees in the job market. More than half of these openings are new jobs from economic expansion. The rest are due to replacement of workers who retire or leave an occupation for other reasons.

There are a number of occupations in which a bachelor's degree or higher is essentially a prerequisite for entrance. In many other occupations, education levels vary, but those with college degrees have a leg up to get hired and are more likely to advance in responsibility or achieve management positions. Occupations with the most openings for college graduates relate to business, computers and engi-



*It is well documented that college graduates, on average, earn more money, experience less unemployment, and have a wider variety of career options than others in the labor market.*

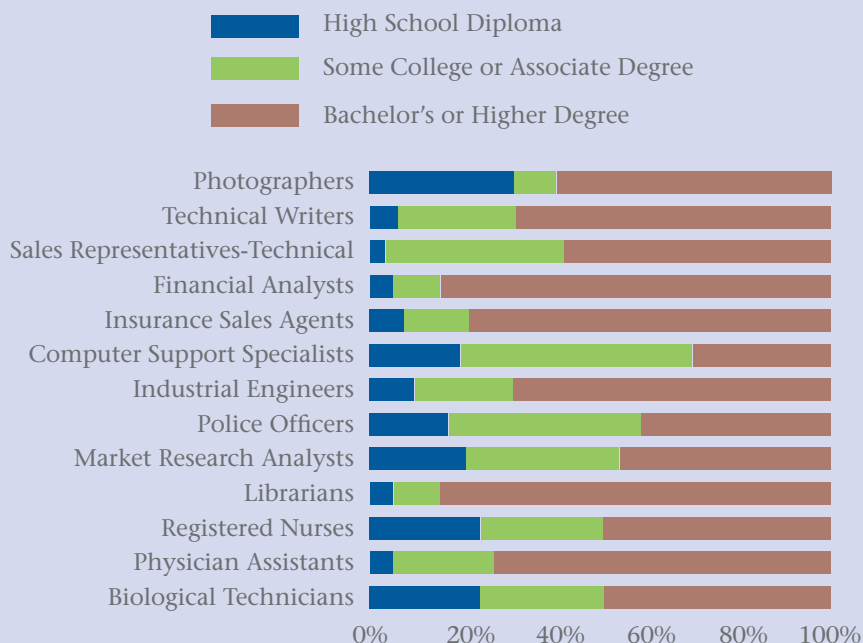
neering, education, counseling, or healthcare. Many people who earn a college degree have a pretty good idea of the career field or occupation they will pursue upon graduation; others are not so sure. While some degrees have a close correspondence with a particular job, many college degrees qualify graduates for a relatively broad range of jobs; other occupations have graduates with a range of college majors.

Not all the best jobs—those with the most openings and highest pay—for new entrants to the labor market require a college degree, but they do require evidence of interest and hard work, previous experience such as internships, and specific training/coursework that demonstrates relevant job skills. ⓘ

For more information see the 2004-14 Job Outlook for College Graduates at [www.bls.gov/opub/ooq/2006/fall/art03.pdf](http://www.bls.gov/opub/ooq/2006/fall/art03.pdf). Extensive information on the outlook for all occupations can be found in the 2006-07 Occupational Projections and Training Data Book at [www.bls.gov/emp/optd/home.htm](http://www.bls.gov/emp/optd/home.htm).

## Educational Attainment

OF WORKERS AGED 25 TO 44 FOR SELECTED OCCUPATIONS



# Would You Like *flipping* With That?

Are you looking for a job with lots of opportunities and a fast-paced environment? If so, food service could be the right fit for you. Whether you want to earn some money part-time or build a career, this field offers a variety of options and can help you develop valuable job skills. Many people have enjoyed working in food service at some time or another, including this writer.


As Americans continue to spend an increasing portion of their food budget on meals out, demand for these workers is projected to rise.

Because these jobs offer flexibility and often don't require experience, this field has an extremely young workforce. According to the U.S. Bureau of Labor Statistics, one-fourth of its workers are ages 16-19, which is six times the average of all industries. High turnover means there are usually lots of openings, but competition is keen for jobs where earning potential is increased with tips, such as bartenders and waitresses. Some occupations, such as chef and food service manager, offer the chance to increase pay through additional training and experience. Let's look at a few of these careers.

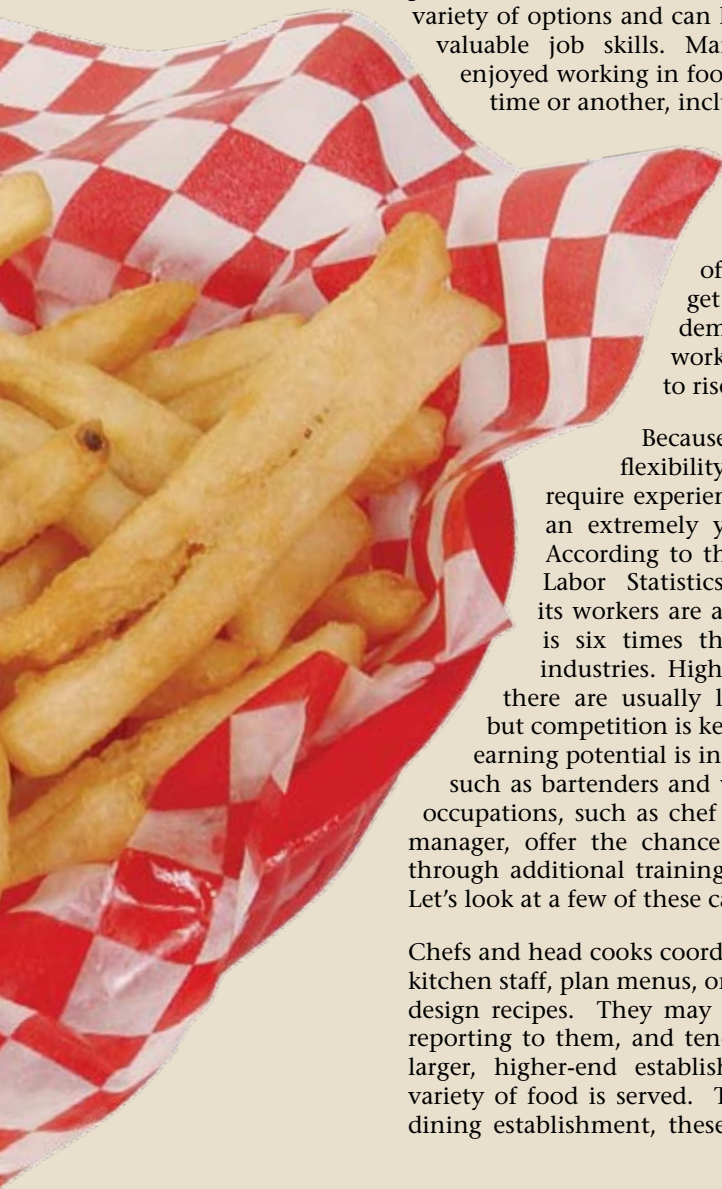
Chefs and head cooks coordinate the work of kitchen staff, plan menus, order supplies, and design recipes. They may have other chefs reporting to them, and tend to be found in larger, higher-end establishments where a variety of food is served. To work in a fine dining establishment, these workers usually

need to have training through a vocational or culinary institute program. Competition for these jobs can be very intense, and the hours long. Some chefs go on to teach at culinary schools, open their own restaurants, work as caterers, or become food service managers.

Food service managers work in a variety of settings and are responsible for coordinating the daily operations of a restaurant. They are often in charge of staffing, scheduling, menu selection, maintenance, purchasing and ensuring that customers are happy. In larger restaurants, they may work as a team with the executive chef and several assistant managers. Because they are in charge of making sure everything runs smoothly, they are often the first to arrive for the day and the last to leave—12- to 15-hour days are not uncommon. Managing a busy restaurant can be hectic, and successful managers are calm, flexible, and able to handle stress. Job prospects will be best for candidates with a bachelor's degree in hospitality management, although some managers are trained in associate degree programs or promoted from other positions.

Besides being a flexible way to earn extra cash, food service occupations offer inexperienced workers the chance to develop important job skills that will prepare them for success in any future career. As a teenager flipping burgers and mopping floors in Wisconsin, I learned teamwork, customer service, time management, problem-solving and math skills (to name a few). And you know what? I also had a lot of fun! 

*For more information on opportunities in food service, check out our website at [jobs.utah.gov](http://jobs.utah.gov).*







# Utah Average Hourly Wage

Hosts and Hostesses \$7.80

Combined Food Prep. & Serving  
Workers, including Fast Food \$7.30

Fast Food Cooks \$7.10

Chefs and Head Cooks \$15.80

Food Service Managers \$21.30

Source: Utah Department of Workforce Services



# Fill (Don't Fall into) the GAP

*What type of occupation is a working woman most likely to hold in Utah? Not surprisingly, office and administrative support occupations reign supreme.*

**S**urely you've heard about the gender wage gap. It seems that not a month goes by where the issue doesn't somehow make its way into the national news. So renowned is the subject that people both in and out of the labor market are likely to know the proverbial statistic: on average, women in America earn 76 cents for every dollar that a man earns.

Few involved in this discussion argue that the disparity doesn't exist. Rather, debate more often ensues from the question of why women earn less. And for you women out there who are graduating from school and are about to enter the workforce, or are entering college and trying to choose a major, this question may be foremost in your mind.

One of the most commonly offered explanations for the gender wage gap is that women tend to choose occupations that pay lower wages in general, whereas men are more likely to choose occupations that have higher average wages. According to the annual Utah occupational wage survey, workers (both men and women) in management occupations earned the highest average wage in 2005 (about \$76,600 annually).

Data from the 2000 Census (the most recent data available) shows that only 6.1 percent of working women in Utah (approximately 28,360 women) held a management occupation. In fact, only 8.2 percent of Utah's employed females worked in the four highest-paying occupational groups (management; legal; computer and mathematical; and architecture and engineering), which together have an average annual salary of just under \$67,000. Of the total number of Utahns working in those occupation groups, only a little over one-third of them are women, despite the fact that they comprised almost 45 percent of the total Utah labor force.



What type of occupation is a working woman most likely to hold in Utah? Not surprisingly, office and administrative support occupations reign supreme with 29.3 percent. Also not surprising is how the wages in that group stack up. The average wage for those occupations is just over \$26,500, which is well below the total occupational average of about \$34,400. So too are the annual wages for sales (\$29,900) and education (\$34,100), the second and third most popular occupational groups among working Utah women. Moreover, 78.1 percent of female workers in Utah were employed in occupations

that, on average, pay below the overall occupational average wage.

If women are more conscious of these statistics and choose their occupations accordingly, will they have a dollar in their pocket instead of 76 cents? The answer to that question is most likely no. Occupational choice is only one possible explanation for the wage gap. Other factors could also play a part, such as part-time work, longevity, and gender discrimination.

Perhaps the more important question to ask is “Why should we care?” The answer is that a growing number of

families rely on a woman’s income (either as primary or secondary) to meet their needs. Besides the issue of fairness, low wages for women can have a profound effect on society when those wages render that mother/wife/caregiver unable to afford her family’s basic necessities. As such, it is critical that we understand why it is that women earn less than men and what we can do to find parity between the sexes. ⓘ

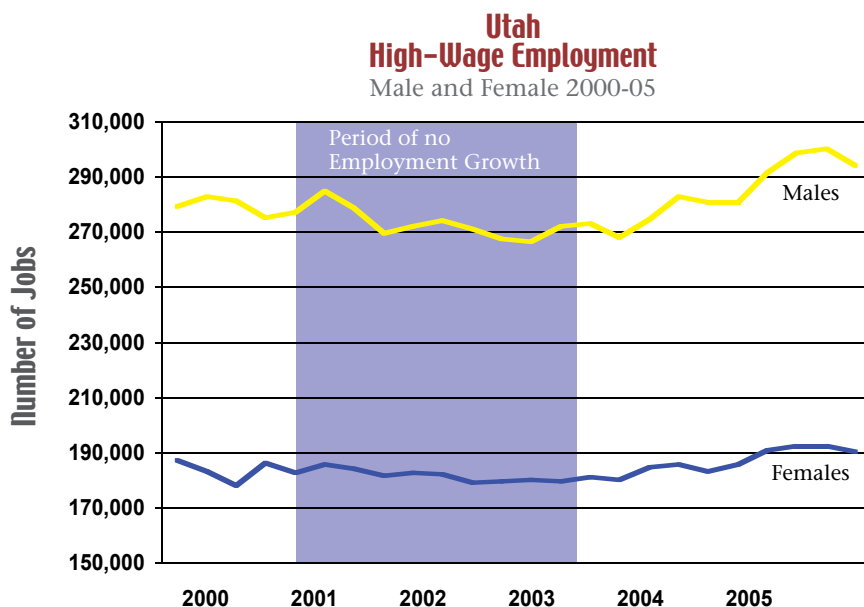
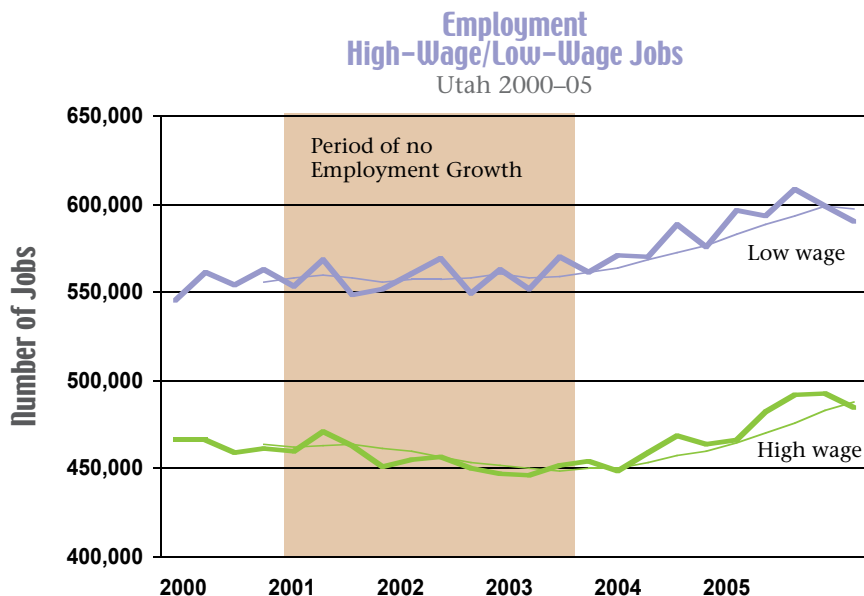
For more information on Utah’s Female Labor force, go to: <http://jobs.utah.gov/opencms/wi/pubs/hardatwork>

## Utah Employment and Average Wage by Occupation



# Putting a Face

## on Utah's Recession



Source: U.S. Census Bureau, LED. Mean wage of all industries \$2,452. Four-digit NAICS code. Does not include federal government employment and other employment not covered by unemployment insurance laws.

Sometimes it is enlightening to pause and take a look back at things that have happened, especially when new data sources like the Local Employment Dynamics (LED) program from the U.S. Census Bureau shed additional light.

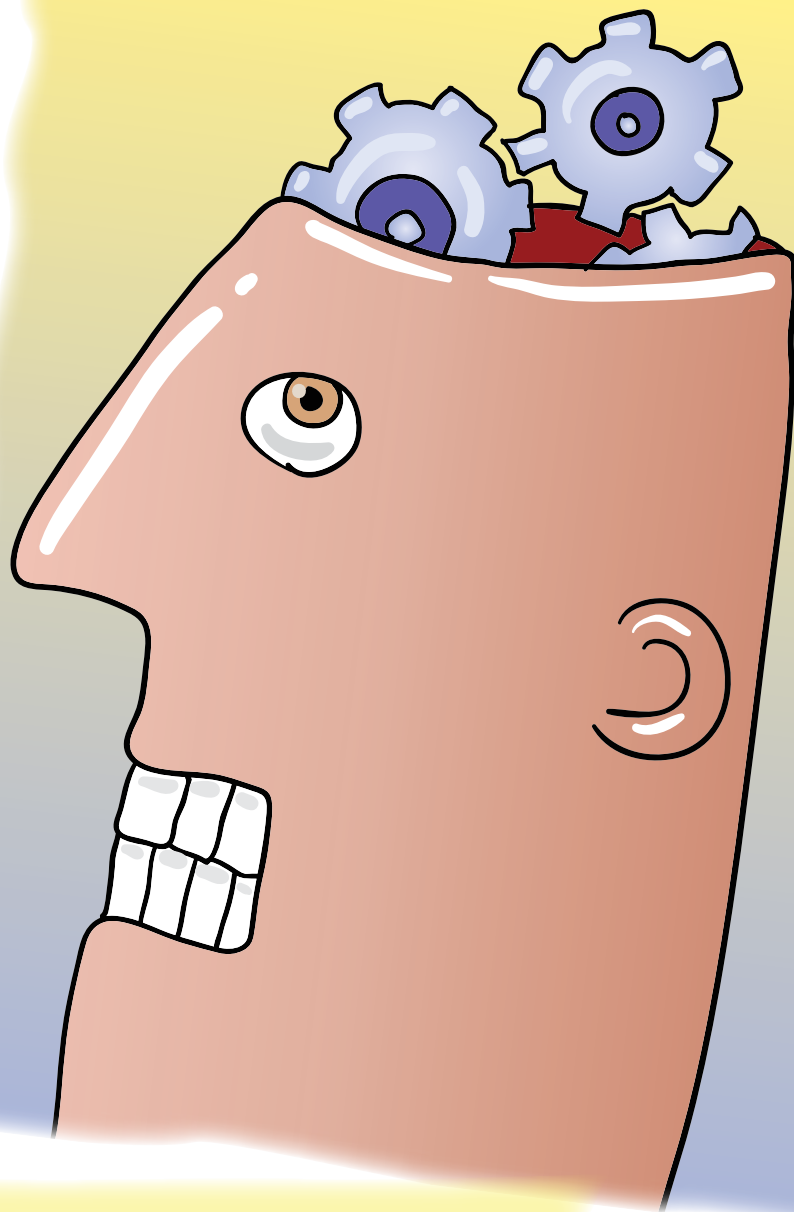
Utah experienced an extremely rare employment recession from 2001 through 2003. A modest number of jobs disappeared, and Utah's employment peak in January 2001 wasn't reached again until January 2004—a three-year period with no net Utah job growth. That was the most prolonged Utah downturn in the post-WWII era. At the low point within that employment-recession cycle, Utah's economy shed roughly 15,000 jobs.

What industries were involved in this downturn and which workers were impacted? In a nutshell, the answer is construction, manufacturing, and information technology, and the workers affected were predominantly males in high-wage jobs. Caveats are that not all construction, manufacturing, and information technology areas had employment declines, but important pieces did, and they were enough to single out those industries as the areas with significant employment decline.

Used during this evaluation was a simple segmentation of placing industries either above an all-industry average monthly wage (high

wage) or below (low wage)—based upon the average monthly wage paid by that industry. Employment levels were evaluated for all industries between 2000 and 2005. The area of focus is any job losses between the beginning of 2001 and the end of 2003—the prime years of employment decline in Utah. It turned out that the noticeable employment declines were found predominantly on the high-wage side of the ledger, and a further breakdown into gender showed that it was largely males affected in those industries.

This shouldn't come as too much of a surprise since males dominate the high-wage picture in Utah by a 60-40 margin. Profiling just males, a breakout into high-wage/low-wage industries shows employment levels split nearly 50-50. But repeat this for females and you find something more like 60-40—60 percent work in low-wage industries, 40 percent in high-wage. This is not an unusual difference, as this pattern also holds in a national profile. Also, in Utah, females work a significant percentage of part-time employment, much more so than males, and that tends to push them onto the low-wage side of the ledger. ●



**The most impacted industries were construction, manufacturing, and information technology.**

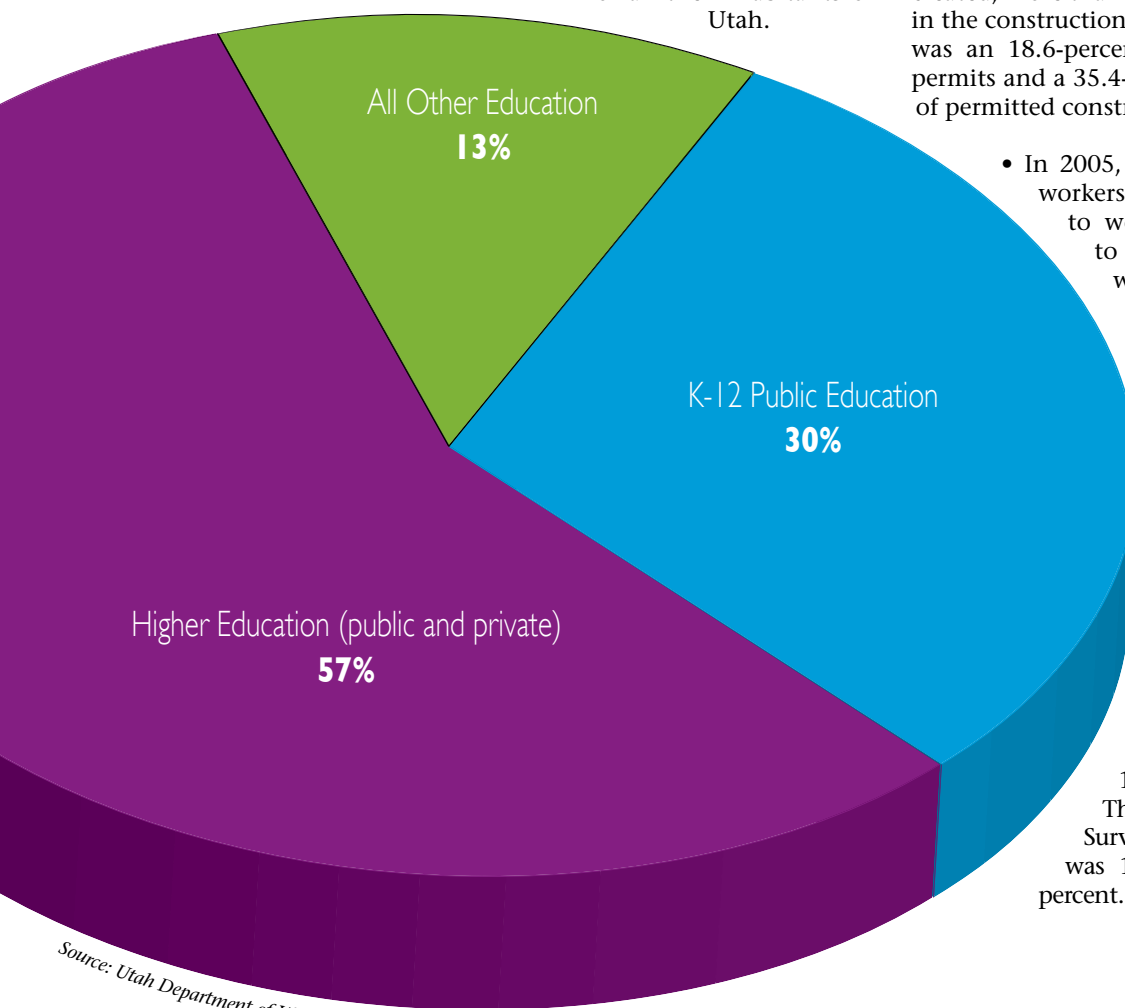
# Utah County *Highlight*

Utah County has the youngest population within the youngest state in the nation. One-half of Utah County residents were 25.1 years of age or less (the median age) in 2005. Utah's median age was 28.5 and the U.S. median age was 36.4 years.

Utah County is the second most populous county in the state. The 2006 population estimate for Utah County was 475,425—which is about 18 percent of all the inhabitants of Utah.

About 14.7 percent of all payroll jobs in Utah are located in this county. Of particular note is that almost one in five payroll jobs are in education. Of the 34,100 education jobs in the county, about 19,400 are associated with higher education, in major institutions—Brigham Young University and Utah Valley State College.

In 2006, there were about 8,750 new payroll jobs created, more than one fourth of these jobs were in the construction industry. During 2006, there was an 18.6-percent increase in housing unit permits and a 35.4-percent increase in the value of permitted construction—totaling \$1.9 billion.



- In 2005, 75 percent of Utah County workers indicated that they drove to work alone, 13 percent went to work in a carpool, 6 percent worked at home, and 6 percent either walked, took public transit or used some other means of travel to get to their jobs.

- Of all employed Utah County residents, 6.5 percent said they were self-employed, 13.9 percent worked for the government (federal, state, or local), and 79.4 percent had private wage and salary jobs in 2005.

- Total housing units on April 1, 2000 numbered 104,315. The 2005 American Community Survey estimate for Utah County was 127,340—an increase of 22.1 percent. ⓘ

Source: Utah Department of Workforce Services

## Education Jobs in Utah County

Total education jobs in Utah County: 34,087

# School's Out For Summer!


Summer is almost here, and that means the kids need a place to go while parents are working.

"Afterschool" care is defined as child care that is needed for any out-of-school time—including before school, after school, and during summertime and holidays when school is not in session. This definition of afterschool care is intentionally broad, since kids need care whenever they're not in school, not just "after" school.

The afterschool hours are critical for kids: recent studies show that in addition to committing crimes during the hours of 3:00 p.m. to 6:00 p.m., children are also more likely to become victims of crime, be in or cause a car crash, be killed by household or other accidents, get hooked on cigarettes and/or experiment with dangerous drugs. Studies also show that afterschool programs have been proven to boost school success and high school graduation. Other benefits include character building and reduction of obesity.

The Afterschool Alliance sums up the research best: "Afterschool programs...provide kids with academic support that inspires them to learn. It helps keep them safe and healthy during the afternoon hours when juvenile crime rates soar, and constructively engaged when they might otherwise be getting into trouble on the streets, or perhaps taking drugs, joining gangs or engaging in other inappropriate behaviors."

The Department of Workforce Services' Office of Work & Family Life works with organizations throughout the state to improve the quality, supply and affordability of afterschool programs in Utah through grant programs, training, and other initiatives.

You can learn more about afterschool programs in your area at the links below, or call Caroline Kueneman, the afterschool program specialist at the Office of Work & Family Life, at (801) 526-4343. 

AfterSchool Utah! Association  
[www.afterschoolutah.org](http://www.afterschoolutah.org)

Afterschool Alliance  
[www.afterschoolalliance.org](http://www.afterschoolalliance.org)

Afterschool.gov  
<http://afterschool.gov>

Afterschool Scene  
[www.afterschoolscene.com](http://www.afterschoolscene.com)



# What is GOED?

Over two years ago the Governor's Office of Economic Development (GOED) was created. One of its missions is to attract world-class businesses to the state and help them to create high paying jobs. Because of its great natural incentives: its diverse and beautiful landscape, its well educated workforce, and its great location in the center of the West, Utah was recently ranked 4th by *Forbes* magazine as one of the top states in which to do business. In addition to these natural incentives, the Utah State Legislature has provided GOED with a suite of incentive programs to target key companies to recruit to the state, as well as retain vital businesses to help ensure a growing economy.

During the past two years GOED, with the help of local communities, businesses and private non-profit organizations, such as EDCUtah, has recruited and retained over 28 companies. These companies, with financial assistance from the local communities and the state, have chosen Utah as their place of business. GOED has largely used two incentive programs to attract and retain these companies; 1) the Industrial Assistance Fund which is a cash grant program typically giving \$1,000 to \$3,000 for each new job created and retained for

one year, and 2) the Economic Tax Increment Funding Act which is a tax rebate program based on corporate, sales, and employment taxes paid to the state. Both are paid on a post-performance basis.

Using these incentive programs, we have been able to attract large and small companies to rural and urban areas in the state creating significant new wages, large capital investment and increased revenue for the state. If we look at our incentive programs as investing in the future of our economy, over the next ten years we will invest \$67 million dollars in those 28 companies; an investment that, over the same period of time, is projected to generate \$413 million in new state revenue, \$3.7 billion in new wages, and \$2.4 billion in new capital investment.

GOED is continually trying to develop new incentive programs to attract key headquarter companies to the state. In 2006, we realized that if we could combine incentive programs, which were previously prohibited by statute, we could be more competitive with other states in attracting more world-class companies to the state. In the 2006 Legislative session GOED proposed an amendment (HB11) to the then

existing statute that would allow the combining of our incentive programs to create incentives that would better meet the needs of companies relocating to the state. With the passage of HB11 we were able to successfully recruit Amer Sport's US headquarters (Brands include Salomon, Atomic, and Suunto) to Ogden, Utah.

In the 2007 legislative session, GOED proposed the Rural Fast Track Program (RFTP). GOED has been effective in balancing its recruiting efforts between rural and urban areas. However, we felt there was a need to help existing companies, in the more rural areas of Utah, develop their businesses.

RFTP or SB10, which was recently signed into law, does just that. In rural counties with populations of less than 30,000 and average household incomes less than \$60,000, small companies with at least two employees and in business for at least two years will be eligible for this incentive to increase their workforces. ●

*For more information, contact Michael Nelson at the Governor's Office of Economic Development (GOED) at [mdnelson@utah.gov](mailto:mdnelson@utah.gov).*

*Utah was recently  
ranked fourth by Forbes  
magazine as one of the  
top states in which to do  
business.*



# location

Metro and Non-Metro Occupational Projections

*continued from page 9*

generally stepping stones to better careers. To help our users understand the projections in a meaningful way, we currently apply star ratings to occupations with at least 100 workers in the base year. It's similar to a movie critic's ratings—the more stars, the better the outlook and wages. The occupations with the best employment demand outlook and high wages are given a five-star ranking. Occupations with poor employment outlook and low wages are given the lowest (one-star) rating.

The accompanying charts display the best of the five-star jobs for both metro and non-metro areas.

Keep in mind that a five-star occupation requiring a

degree will pay a much higher wage than a five-star on-the-job-training position. However, different individuals have different school/training tolerances. This method provides information so all individuals can make good career choices based on the level of training they desire.

## There's More...

Of course, in this brief article, we can't cover the hundreds of occupations available here in Utah. If you want to learn more about in-demand jobs, their wages and training requirements, a wealth of information is available on our website. ⓘ

For more information on Utah careers, go to: <http://jobs.utah.gov/opencms/wi/occi.html>



Source: Utah Department of Workforce Services

just  
the  
facts...

### February 2007 Unemployment Rates

Utah Unemployment Rate	2.3 %
U.S. Unemployment Rate	4.5 %
Utah Nonfarm Jobs (000s)	1,223.6
U.S. Nonfarm Jobs (000s)	135,884.0

### Changes From Last Year

Down	0.9 points
Down	0.3 points
Up	4.4 %
Up	1.5 %

### February 2007 Consumer Price Index Rates

U.S. Consumer Price Index	203.5
U.S. Producer Price Index	167.3

Up	2.4 %
Up	3.4 %

Source: Utah Department of Workforce Services

### December 2006 Seasonally Adjusted Unemployment Rates

Beaver	2.4 %
Box Elder	2.4 %
Cache	1.9 %
Carbon	2.9 %
Daggett	3.5 %

Davis	2.3 %
Duchesne	1.9 %
Emery	2.9 %
Garfield	2.7 %
Grand	3.5 %

Iron	2.5 %
Juab	2.4 %
Kane	2.6 %
Millard	2.4 %
Morgan	2.0 %

Piute	1.9 %
Rich	1.5 %
Salt Lake	2.3 %
San Juan	4.3 %
Sanpete	2.8 %

Sevier	2.3 %
Summit	2.4 %
Tooele	2.5 %
Uintah	1.9 %
Utah	2.2 %

Wasatch	2.4 %
Washington	2.4 %
Wayne	3.5 %
Weber	2.7 %

Watch for these features in our  
**Next Issue:**

### Theme:

*Utah's Industries in Review*

### County Highlight:

*Uintah*

### Occupation:

*Banking and Finance*



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